

**16<sup>th</sup> Session of the Regional Coordination Mechanism for Africa  
28 and 29 March 2015, Addis Ababa**

**Report of the Work and Outcomes of the Employment and Labour Sub Cluster  
February 2014 to February 2015**

***1. Introduction***

The Employment and Labour Sub-Cluster held 9 meetings, which were all co-chaired by the AUC Social Affairs Department and the ILO, between February 2014 and February 2015. To ensure a real joint ownership of the cluster, the venues of the meeting alternated between the AUC and the ILO. The Minutes of all the meetings showing attendance as well as the systematic follow-up of the decisions reached are attached for reference.

***1.1 Sub Cluster is very Active and Inclusive!***

Though the Department of Social Affairs co-chairs the meeting, officials from other departments, notably Human Resources, Science and Technology (HRST), Department of Rural Economy and Agriculture (DREA) and Department of Economic Affairs participated very well in the meetings and activities of the sub cluster. In addition, the Department of Strategic Planning, Political Affairs, Trade and Industry and the NEPAD Programme are fully involved in the preparation of the medium term programme of support on employment creation, poverty eradication and inclusive development being co-ordinated by the sub-cluster. At the level of RECs, COMESA participated regularly and effectively in all the cluster meetings and activities. ECOWAS, EAC, ECAS, SADC also participated in the activities of the sub cluster during the reporting period.

During the preparations for the extra-ordinary Summit on Employment Creation, Poverty Eradication and Inclusive Development in 2014, the Burkina Faso Embassy represented by the Ambassador and the Core Staff as well as the Ministers of Foreign Affairs and Employment and Labour also participated in sub cluster activities.

In addition to the ILO, IOM, ECA, UNAIDS, FAO, UNESCO, UNFPA, OHCHR and AfDB participated effectively in the meetings of the Sub-cluster. UN Women, UNDP, UNHCR and WFP also participated in sub cluster meetings and activities. Furthermore, non-UN development partners of the AU, notably USAID and the EU regularly attended the sub cluster meetings and contributed not only to the deliberations, but the implementation of the agreed programmes.

***1.2 Sub Cluster Delivers Results!***

The following four main outcomes were jointly planned and delivered by the Employment and Labour Sub Cluster in the reporting period:

1. AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development as well as the Follow-up Mechanisms were endorsed by the AU Labour and Social Affairs Commission in April 2014 (Namibia)
2. AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development as well as the Follow-up Mechanisms were adopted by the African Heads of State and Government during the 24<sup>th</sup> Ordinary Session of the AU Assembly (January 2015)
3. AUC/ILO/IOM/ECA Labour Migration Governance for Development and Integration in Africa, known as the Joint Labour Migration Programme (JLMP) was adopted by the African Heads of State and Government during the 24<sup>th</sup> Ordinary Session of the AU Assembly (January 2015).

4. The first Five Year Priority Programme for the implementation of the AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development to be adopted by the AU Specialised Technical Committee on Social Protection, Employment and Labour in April 2015.

The above joint outcomes demonstrate the result of the excellent leadership of the AUC DSA, AUC delivery as One as well as good engagement by RECs as well as the exemplary collaboration within the UN. In addition to the four outcomes, the 1st General Labour History of Africa is being finalised based on the collaboration between ILO, UNESCO and leading global labour history scholars to support the AUC's labour knowledge management initiatives.

## ***2. Joint activities implemented in the context of the cluster system (including overlapping programmes merged and implemented jointly)***

- Joint Technical Pre-event to foster inclusive stakeholder discussions on Social Protection, Labour Migration and Employment for Youth and Women
- Joint activities related to the development of the AUC/ILO/IOM/ECA labour migration programme - JLMP
- Activities related to the resuscitation of the Joint AUC - AfDB - ILO - ECA youth employment initiative programme - JYEIP
- Joint Support for the 1<sup>st</sup> Five Year Priority Programme for implementing the 2015 AU Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development

### ***2.1 Alignment of cluster plans and activities with the UN Ten-Year Capacity Building Programme for the AU, the strategic plans of the AU Commission and the NEPAD Agency and relevant Decisions of the AU and RECs and outcomes of AU Sectoral Ministerial Bodies***

The medium term Employment and Labour Sub-Cluster work plan is based on the AUC 2014-2017 Strategic Framework, AU Agenda 2063 and the 2015 AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development (Ouagadougou+10)

### ***2.2 Addressing cross-cutting issues: gender, human rights, health, culture, youth and employment, regional integration and climate related issues in the plans and activities of clusters. This time around because of the theme of the 16<sup>th</sup> Session a special emphasis on Gender is required.***

The work programme of the Employment and Labour Sub-Cluster derives from priorities of the AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development as well as Agenda 2063:

- Youth and women employment
- Social Protection
- Labour Migration
- Labour Market Governance
- Partnership and Resource Mobilization as well as Leadership, accountability and governance

Furthermore, women's economic empowerment and development undergirds the sub cluster's work in 2015.

## **3. Coordination/Collaboration**

Sub-Cluster meetings are usually held on a monthly basis consistently co-chaired by the AUC Department of Social Affairs and ILO. There is a very good participation of different AUC departments, RECs, AfDB, several UN agencies and non-UN agencies (USAID, EU). Please see details on the section of page 1 of this report titled: *Sub Cluster is very Active and Inclusive!*

#### **4. Resources and Capacity Building Support (human, technical, financial and material) to:**

The resources for the implementation of the sub cluster activities and initiatives are from the following sources:

- Contribution of the UN partners to a common pool of financial resources to support the AUC and RECs – ILO, IOM, UNFPA and UNAIDS demonstrated excellent commitment to collective UN support to the AUC in Namibia (April 2014);
- Contribution of complementary technical expertise – ILO, IOM, UNFPA, UNAIDS, UN Women, AfDB, ECA, FAO and UNESCO;
- Joint resource mobilization anchored on the development of a joint programme of support – ILO, IOM and ECA;
- AUC resources earmarked to support the delivery of specific outputs;
- In addition, systematic human capacity development to enable AUC and REC officials benefit from global best practice is provided through the International Training Centre of the ILO in Turin.

#### **5. Monitoring and Evaluation**

The Employment and Labour Sub-Cluster work plan aligned with the AUC Strategic Framework has been drafted where specific outcomes, outputs, activities and measurement indicators are identified. These form the basis for monitoring. An evaluation will be undertaken in 2017. In addition, whatever monitoring mechanism is agreed within the RCM will be utilized.

Monitoring reports on the 1<sup>st</sup> Five Year Priority Programme will be provided to the STC on Social Development, Labour and Employment.

In addition, the report on the implementation of the JLMP will be provided to the AU Assembly through the STC on Social Development, Labour and Employment.

#### **6. Communication/Outreach/Advocacy**

- A web platform was created (<http://ouagaplus10.org/>) to keep all the stakeholders informed of all the activities leading to the AU Declaration on Employment Creation, Poverty Eradication and Inclusive Development. All the relevant documents for the Summit, press releases, reports and all the speeches were posted on the platform
- Social media such as Facebook, YouTube, twitter and flicker were utilized to solicit inputs; particularly from young women and men.
- Joint AUC/UN Press conferences and press releases

Finally, a communication strategy is being developed for the Joint Labour Migration Programme.

In order to strengthen the visibility of the joint programme, a post card, programme brief and brochure have been produced.

## 7. Achievements, results and impacts

The Employment and Labour Sub-Cluster has made several achievements since the last reporting period which includes the following:

- Revised Outcome Documents reflecting the views of the stakeholders on Employment Creation, Poverty Eradication and Inclusive Development endorsed by the Ministers, Employers' and Workers' Organizations at the Special Session of Labour and Social Affairs Commission in Namibia.
- ***AU Declaration, Plan of Action and Follow up Mechanism on Employment, Poverty Eradication and Inclusive Development***: Members supported the AUC in the drafting and adoption of the Declaration on Employment, Poverty Eradication and Inclusive Development, the Plan of Action and the Follow up Mechanism. These policy documents provide the strategies for creating decent employment, eradicating poverty and fostering inclusive development in Africa.
- ***AUC/ILO/IOM/ECA Joint Labour Migration Programme (JLMP) adopted by the 24<sup>th</sup> Session of the AU Assembly***. The regional programme strengthens the effective governance and regulation of labour migration and mobility in Africa, under the rule of law with the involvement of key stakeholders.
- ***Joint Youth Employment Initiative for Africa – JYEIA- (AUC, ECA, AfDB and ILO) was resuscitated***. The Joint Youth Employment Initiative addresses the call of the African Heads of State and Government to tackle more decisively the youth employment challenge in Africa.

## 8. Challenges and constraints

Absence of dedicated resources to encourage joint programming within the RCM;

Since many clusters and sub clusters do not function, there is limited room to learn from the work of other clusters;

## 9. Lessons learned and the way forward

**9.1** Without a dynamic leadership by the **AU Co-chair**, where the AU desired outcomes are clearly articulated to enable the UN agencies identify areas of support/collaboration, the clusters will not be effective. In addition, the AUC Co-chair plays an important role in facilitating the engagement of other relevant AUC Departments to ensure effective 'delivery as one AUC';

**9.2** The **UN Co-chair** must demonstrate a high level of commitment and provide complementary leadership to the AUC. This involves the allocation of the necessary time as well as the human and financial resources to enable the organisation of regular meetings, implementation of the decisions reached as well as reporting same in a timely manner.

**9.3** As the custodian of the **RCM**, the Economic Commission for Africa (ECA) should earmark resources as 'seed funds' to support joint cluster/sub cluster work.

Sent by Sub Cluster Co-Chairs

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